



DEPARTMENT OF THE ARMY
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER
AND PRESIDIO OF MONTEREY
MONTEREY, CALIFORNIA 93944

REPLY TO
ATTENTION OF

ATZP-CDR

JUN 06 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter for Consideration of Others (CO2) Program

1. Reference:

- a. Department of the Army Consideration of Others Handbook, 11 March 1998.
- b. AR 600-20, Army Command Policy, 18 March 2008.

2. The Consideration of Others Program (CO2) is a tool designed to help build unit cohesion and to assist commanders with the complex task of leading Soldiers and civilians. The vital task must be done well if we are to fulfill our primary mission as an Army: to fight and win the Nation's wars. The CO2 training methodology consists of small group interactive discussion-based format involving groups of 15-30 Soldiers and civilians.

3. We use the term "unit cohesion" to describe organizational character, when discussing how people operate as a team. CO2 focuses on the vital linkage between the individual Soldier and civilian and his or her role as a member of a military team. CO2 involves challenging members of the Army team to recognize how their attitudes, actions and words affects others in the organization.

4. I expect commanders to fully support the program and to publish a written policy on adherence to the CO2 methodology when conducting human relations training, such as equal opportunity or prevention of sexual harassment. In addition, commanders need to be personally involved in the selection of small group facilitators for their organizations, allowing leaders at all levels to get involved in the selection of topics for discussion. Participation in CO2 training is mandatory for all Soldiers and civilian employees.

5. Any further guidance in regards to the CO2 Program can be directed to the Installation Equal Opportunity Advisor Office at (831) 242-5442 or DSN 768-5442.

SUE ANN SANDUSKY
COL, AG
Commanding

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